Equal Opportunity Training

*

Prevention of Sexual Harassment

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Equal Opportunity Advisor

Overview

- What is sexual harassment?
- Additional Considerations.
- Effects of sexual harassment.
- Prevention strategies.
- What if it occurs?

Criteria

- Unwelcome

- Sexual in nature (6 protected categories)
- Occur in or impact on the work environment

Definition

- “Sexual harassment is a form of sex discrimination that involves **unwelcome** sexual advances, requests for sexual favors, and other **verbal, non-verbal, or physical** conduct of a **sexual nature** when:

Prohibited Discrimination

- Race
- Color
- Religion
- Gender (to include Sexual Harassment)
- National Origin
- Reprisal (prior EO activity)

Categories of Sexual Harassment

- Verbal
  - Profanity, off-color Jokes, Sexual Comments, Threats, Whistling, Barking, Grunts.
- Non-Verbal
  - Leering, Winking, Licking Lips, Displaying Giving Sexually Suggestive, Pictures or Cartoons.
- Physical
  - Stroking, Grabbing, Patting, Hugging, Pinching Provocatively Posing, Cornering or Blocking a Passageway, Adjusting Someone's Clothing without Permission.

Definition (cont’d)

- Submission to such conduct is made either **implicitly** or **explicitly**, a term or condition of a person’s job, pay, or career.

or

Definition (cont’d)

- Such conduct interferes with an individual’s performance or creates an **intimidating, hostile, or offensive environment**.

Definition (cont’d)

- Any person in a supervisory or command position who **uses or condones** implicit sexual behavior to control, influence, or effect the career, pay, or job of a military member or civilian employee is engaging in sexual harassment.

Definition (cont’d)

- Similarly, any military member or civilian employee who makes **deliberate or repeated** unwelcome verbal comments, gestures, or physical contact of a sexual nature is also engaging in sexual harassment.

The Bottom Line

- Unwelcome
- Sexual Advances or Request for Sexual Favors or Dates
- Verbal, Non-verbal, or Physical (categories)
- Implicit or Explicit
- Deliberate or Repeated
- Made a Term or Condition of Job, Pay, or Career
- Intimidating, Hostile, or Offensive Environment.

Additional Considerations

- Impact vs. Intent
  - *Assessing whether the behavior is appropriate or offensive must be done from the perspective of the recipient, not the alleged harasser.*
- Reasonable Person Standard
  - *It is used by Commanders/Managers and the Courts to judge whether the conduct was Sexual Harassment.*
- Culture
  - *The differences of people.*

Effects of Sexual Harassment

- Job ramifications
  - *Loss of cohesion, low morale, decreased readiness*
- Economic effects
  - *Job turnover, lowered productivity, cost of a complaint*
- Psychological effects
  - *Anger, stress, absenteeism*
- Health-related effects
  - *Illness*

Coping Mechanisms

- Denial
  - *Victim writes incident off as if it did not take place*
- Rationalization
  - *Victim excuses behavior of harasser*
  - *Victim jokes about behavior*
- Avoidance (of environment; of harasser)
  - *Illness, AWOL, absenteeism*

Prevention Strategies

- Principles to manage by
- Proactive strategies
  - *Prevent sexual harassment **before** it occurs*
- Reactive strategies
  - Actions taken to insure sexual harassment does not occur again and prevent acts of reprisal

What Can You Do To Help Stop Or Prevent Sexual Harassment?

- Support Army Policy
- Be Alert To Sexual Harassment Cues
- Tell Others of Behavior You Believe is Offensive
- Tell a Supervisor of Questionable Behavior
- No means “No” when requesting dates
- Do Not Protect Others
- Check Your Own Behavior
- Remember Your Work Area is Government-Owned
- Remember TDY Assignments are Duty-Related

Reprisal

- Threat or acts of Reprisal Forbidden by the Whistle Blower Protection Act.

- Punishable Under the UCMJ and prohibited by Title VI of the Civil Rights Act of 1964.

- Acts of Reprisal can come from your Co-Workers or those in a Supervisory Position.

What Victims Should Do!

- Confront the harasser
- Neutral Third Party
- Contact the supervisor
- Contact the Chain of Command
- Other sources for help
  - EOR/EOA/EEO Officer/Chaplain/IG/JA

How Victims Should Confront!

- When you_____
- It makes me feel_____
- I need or want you to_____

If Behavior Persists

- Military EO Channels:
  - Informal Complaint
    - Handled at the lowest level
    - Could have command involvement
    - Could result in UCMJ action
  - Formal Complaint (180 days to file)
    - Filed in writing on a NGB Fm 333
    - Timelines for action

If Behavior Persists (cont)

- EO Channels
  - Contact EO Office
  - Offered resolution at lowest level

    (Mediation or Alternative Dispute Resolution)
  - Informal Complaint
  - Formal Complaint

Army Policy

- ZERO TOLERANCE.
- **No person will be subjected to sexual Harassment in the workplace or in a work-related setting.**
- **Individuals should inform others of behavior they believe to be offensive and, if necessary, report it.**
- **Supervisors will impartially examine and promptly resolve complaints of sexual harassment.**

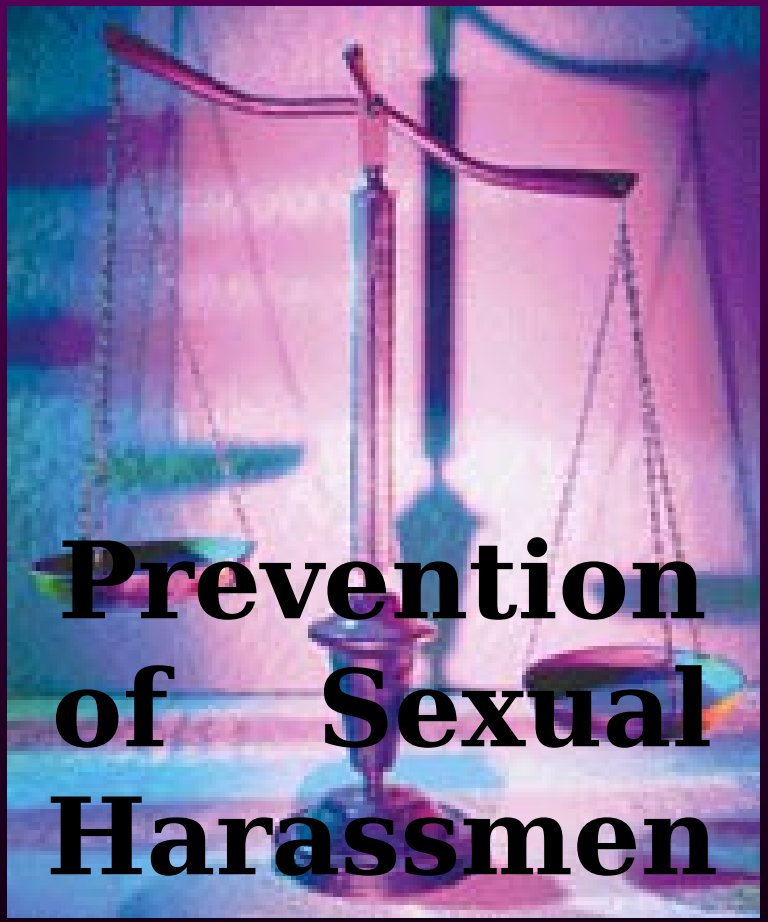
QUESTIONS?

KNOWLEDGE TEST

Game Play

- 2 Teams
- Each team will get an alternating question
- Only one member of the team may answer the question
- Team leader will hold the “Lifelines”
  - 50\50
  - Ask a teammate
  - Poll your teammates

Who Wants To Be An



Prevention of Sexual Harassment

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Team 1

What is **not** one of the 6 protected Equal Opportunity categories?

A. Race

B. Religion

C. Hair Color

D. Gender

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Team 2

What is a form of gender discrimination that involves unwelcome sexual advances or request for sexual favors?

A. Sexual Harassment

B. Racism

C. Ball and Chain

D. Gender Bashing

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Team 1

What is the Latin term that means “this for that” and can be used as a term or condition of a persons job, pay, or career decisions?

A. Oeoeo

B. Quid Pro Quo

C. Squid

D. Acquittal

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Team 2

This type of sexual harassment means to use sex to create intimidating working conditions.

A. Hostile Environment

B. Harshness

C. Terminator

D. **Safe Environment**

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Team 1

Which of the following is not one of the 3 categories of sexual harassment?

A. Telepathic
B. Non-verbal
C. Verbal
D. Physical

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Team 2

Profanity, sexual jokes, sexual comments, making threats are all examples of what category of sexual harassment?

A. Physical

B. Verbal

C.

D. Non-verbal

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Team 1

Starring, licking lips, grabbing the genital area, and adjusting undergarments are all examples of what category of sexual harassment?

A. Verbal

B. Physical

C. Non-verbal

D. Mental

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Team 2

Pinching, rubbing, touching, cornering, and blocking a passageway are all examples of what category of sexual harassment?

A. Physical
B. Verbal
C. Congenial
D. Non-verbal

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Team 1

When do request for dates constitute sexual harassment?

A. Never

B. After hearing yes

C. Only if you

D. After hearing

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Team 2

Assessing whether the behavior is appropriate or offensive must be done from the perspective of the recipient, not the alleged harasser is known as what?

A. **Perception Check**

B. Outlook

C. **Impact vs.**

D. **Harasser is always right**

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Team 1

Assessing how a reasonable man/woman under similar circumstances react or be affected by such behavior is called what?

A. Logical People

B. Reasonable Person

C. Sensibility

D.

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Team 2

Supporting Army policy, telling others of behavior you believe is offensive, and checking your own behavior are all things you can to help what?

A. Encourage SH

B. Stop or Prevent SH

C. Get

D. Get over

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Team 1

Which of the following is **not** an impact of sexual harassment on a individual?

A. Anger

B. **Stress**

C.

D. **Absenteeism**

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Team 2

Which of the following is **not** an impact of sexual harassment on the work environment?

A. Loss of Cohesion

B. Organizational Day

C. Low Morale

D. Decreased Readiness

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Team 1

When a victim of sexual harassment writes the incident off as if it did not take place they are experiencing what coping mechanism?

A. Avoidance

B. Rationalization

C. Blame

D. Denial

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Team 2

When a victim of sexual harassment excuses the behavior of harasser or jokes about behavior they are experiencing what coping mechanism?

A. Rationalization
B. Denial
C. Avoidance
D. Blame

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Team 1

When a victim of sexual harassment isolates themselves they are experiencing what coping mechanism?

A. Avoidance

B. Blame

C. Denial

D. Sick

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Team 2

In what locations can sexual harassment take place?

A. Organizational Day

B. TDY

C. Anywhere

D. The PX

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Team 1

What is used by Commanders, Managers, and the Courts to judge whether the Conduct was Sexual Harassment?

A. Reasonable Person Standard

B. EO Complaint

C. Fraud

D. The Law

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Team 2

If you feel you are a victim of sexual harassment what is the best course of action you should take?

A. File a Complaint

B. Call your Congressman

C. Resort to violence

D. Confront the

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Team 1

It is best to handle all complaints and EO issues at what level?

A. With the BN CDR

B. At the Company

C. With the EO/EEO

D. The lowest

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Team 2

If a person feels he or she is a victim of sexual harassment and is not able to confront the harasser what is the next/best course of action?

A. Call BOSS

B. Third Party

C. Notify BN CDR

D. Forget it

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Team 1

What type of complaint is filed on a NGB Fm 333, has strict time lines for action, and requires command involvement?

A. Informal

B. Official

C. Formal

D. Proper

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Team 2

How many days does a Soldier have to file a formal sexual harassment complaint?

A. 15

B. 180

C. 30

D. 90

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Team 1

Threats or acts of reprisal are forbidden by Army and the Department of Defense policy under the _____.

They are also punishable under the UCMJ.

A. Whistle Blower Protection Act

B. The Anti-Whiner Law

C. The Reprisal Deal

D. The Whistle Stopper

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Team 2

What type of complaint is not filed in writing but may have command involvement and result in UCMJ action?

A. Formal

B. Casual

C. CDRs

D. Informal

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Team 1

"Sleep with me or you will get fired", is an example of what type of sexual harassment?

A. Explicit – Hostile Environment

B. Implicit - Quid Pro Quo

C. Implicit – Hostile Environment

D. Explicit - Quid Pro Quo

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Team 2

Provocatively licking the lips while looking at another person is an example of what type of sexual harassment?

A. Explicit – Hostile Environment

B. Implicit - Quid Pro Quo

C. Explicit - Quid Pro Quo

D. Implicit – Hostile

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Team 1

A female supervisor massages the shoulder of a female subordinate when discussing a personal problem with her. This could be example of what category of sexual harassment?

A. Physical
B. Verbal
C. Non-verbal
D. Cultural

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Team 2

A male supervisor yelling and screaming consistently only at female subordinates because he claims they are “the weaker sex” is an example of what?

A. Gender Bashing

B. Sexual Misconduct

C. **Social** Deviance

D. Sexism

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Any person in a supervisory or command position who uses or condones implicit sexual behavior to control, influence, or effect the career, pay, or job of a military member or civilian employee is engaging in what?

A. Racism

B. Quid Pro Quo

C. Sexual

D. Sexism

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Team 2

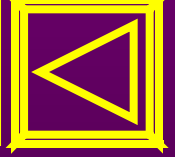
Any military member or civilian employee who makes deliberate or repeated unwelcome verbal comments, gestures, or physical contact of a sexual nature is also engaging in what?

A. Anti-Semitism

B. Sexual Harassment

C. Sexism

D. Racism



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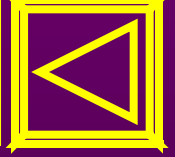
Team 1

What is **not** one of the 6 protected Equal Opportunity categories?

B. Religion

C. Hair Color



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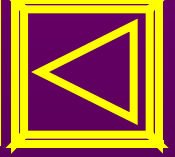
A. Oeoeo

B. Quid Pro Quo



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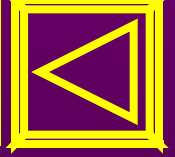
Team 2

This type of sexual harassment means to use sex to create intimidating working conditions.

A. Hostile Environment

B. Harshness



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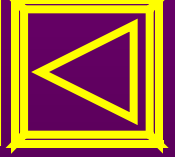
B. Non-verbal



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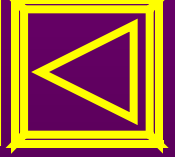
Team 2

Profanity, sexual jokes, sexual comments, making threats are all examples of what category of sexual harassment?

B. Verbal

C.



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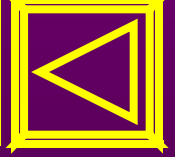
Team 1

Starring, licking lips, grabbing the genital area, and adjusting undergarments are all examples of what category of sexual harassment?

A. Verbal

C. Non-Verbal



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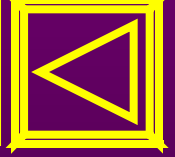
Team 2

Pinching, rubbing, touching, cornering, and blocking a passageway are all examples of what category of sexual harassment?

A. Physical

C. Congenial



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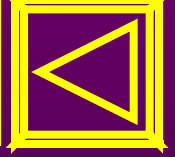
Team 1

When do request for dates constitute sexual harassment?

B. After Hearing Yes

D. After Hearing



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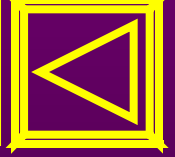
Team 2

Assessing whether the behavior is appropriate or offensive must be done from the perspective of the recipient, not the alleged harasser is known as what?

B. Outlook

C. Impact vs.



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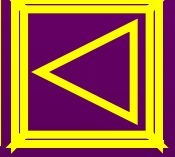
Team 1

Assessing how a reasonable man/woman under similar circumstances react or be affected by such behavior is called what?

A. Logical People

B. Reasonable Person



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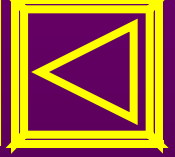
Team 2

Supporting Army policy, telling others of behavior you believe is offensive, and checking your own behavior are all things you can to help what?

A. Encourage SH

B. Stop or

Prevent SH



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Team 1

Which of the following is **not** an impact of sexual harassment on a individual?

A. Anger

B.

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Team 2

Which of the following is **not** an impact of sexual harassment on the work environment?

B. Organizational
Buy

C. Low Morale

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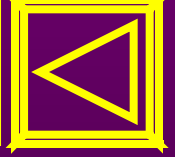
Team 1

When a victim of sexual harassment writes the incident off as if it did not take place they are experiencing what coping mechanism?

B. Rationalization

D. Denial



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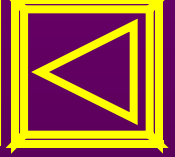
Team 2

When a victim of sexual harassment excuses the behavior of harasser or jokes about behavior they are experiencing what coping mechanism?

A. Rationalizatio

C. Avoidance



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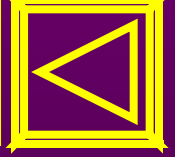
Team 1

When a victim of sexual harassment fakes illness or goes AWOL they are experiencing what coping mechanism?

A. Avoidance

D.



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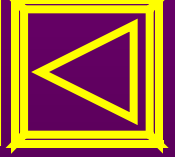
Team 2

In what locations can sexual harassment take place?

A. Organizational Day

C. Anywhere



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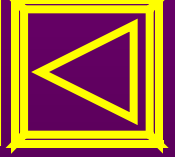
Team 1

What is used by Commanders, Managers, and the Courts to judge whether the Conduct was Sexual Harassment?

B. Reasonable Person

C. Fraud



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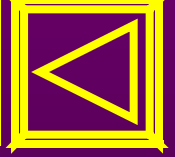
Team 2

If you feel you are a victim of sexual harassment what is the first course of action you should take?

C. Resort to Violence

D. Confront the



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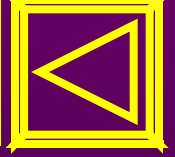
Team 1

It is best to handle all complaints and EO issues at what level?

B. At the Company

D. At the lowest



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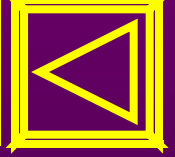
Team 2

If a person feels he or she is a victim of sexual harassment is not able to confront the harasser what is the next/best course of action?

A. See EO/EEO

B. Third Party



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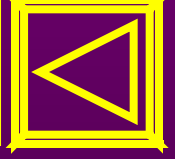
Team 1

What type of complaint if file on a NGB Form 333, has strict time lines for action, and requires command involvement?

C. Formal

D. Proper



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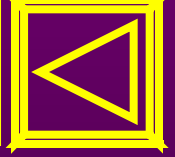
Team 2

How many days does a Soldier have to file a formal sexual harassment complaint?

A. **60**

B. **180**



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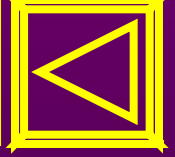
Team 1

Threats or acts of reprisal are forbidden by Army and the Department of Defense policy under the _____.

They are also punishable under the UCMJ.

A. Whistle Blower

B. Anti-Whiner Law



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Team 2

What type of complaint is not filed in writing but may have command involvement and result in UCMJ action?

C. CDRs Referral

D. Informal

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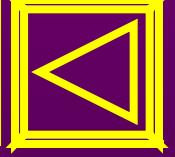
Team 1

"Sleep with me or you will get fired" is an example of what type of sexual harassment?

A. Explicit – Hostile Environment

D. Explicit - Ouid Pro Ouo



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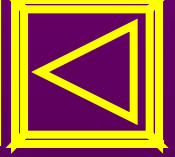
Team 2

Provocatively licking the lips while looking at another person is an example of what type of sexual harassment?

A. Explicit – Hostile Environment

D. Implicit – Hostile



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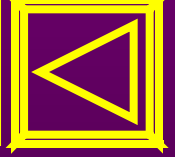
Team 1

A female supervisor massages the shoulder of a female subordinate when discussing a personal problem with her. This could be example of what category of sexual harassment?

A. Physical

D. Cultural



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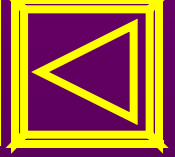
Team 2

A male supervisor yelling and screaming consistently only at female subordinates because he claims they are "the weaker sex" is an example of what?

C. Sexual Deviance

D. Sexism



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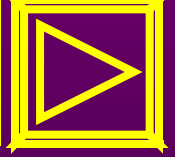
Team 1

Any person in a supervisory or command position who uses or condones implicit sexual behavior to control, influence, or effect the career, pay, or job of a military member or civilian employee is engaging in what?

A. Racism

C. Sexual



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Team 2

Any military member or civilian employee who makes deliberate or repeated unwelcome verbal comments, gestures, or physical contact of a sexual nature is also engaging in what?

A. Anti-Semitism

B. Sexual Harassment

Congratulations,
You just Won

Congratulations,
You just Won

Thank You For Training!!

MSG Modde

LC, JFHQ

Equal Opportunity Advisor

- DSN: 720-8168
- 2800 SW Topeka Blvd
  Topeka, KS 66611-1287

Laminate 2 sets (1 for each team)

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